

From: (b) (6), (b) (7)(C)
To: [Cowen, William B.](#); [Cahn, Stephanie](#); [Kagel, Molly](#)
Cc: [Bock, Richard](#); [Dodds, Amy L.](#); [Compton, Kayce R.](#); [Vol, Kira](#); [Shorter, LaDonna](#); [Fowlkes, Kimberly](#)
Subject: Desert Regional Medical Center, et al., 21-CA-285027, et al. (case-closing email)
Date: Friday, June 24, 2022 8:19:41 AM

These cases were submitted for advice as to whether the employers violated Section 8(a)(5) by maintaining the position that the parties' collective-bargaining agreement and side letter concerning wage-scale market review do not require the employers to apply any agreed-upon wage-scale increases to raise incumbent employees' wage rates. As the Region noted, the cases come down to the parties' disagreement over contract interpretation. Although the Board routinely interprets contracts in determining whether an employer has violated Section 8(a)(5), here there is insufficient evidence that the employers unilaterally changed employees' terms and conditions of employment or refused to bargain concerning any mandatory subject. Accordingly, the charges should be dismissed, absent withdrawal. This email closes this matter in Advice as of today.

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